



UCWL:SECTL:SE:24  
24<sup>th</sup> July 2024

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| 1 | <b>BSE Ltd.</b><br>Department of Corporate Services<br>Phiroze Jeejeebhoy Towers<br>Dalal Street<br>Mumbai – 400 001<br><b>Security Code No. 530131</b><br><b>Through: BSE Listing Centre</b> | 2 | <b>National Stock Exchange of India Ltd.</b><br>“Exchange Plaza”<br>Bandra-Kurla Complex<br>Bandra (East)<br>Mumbai – 400 051<br><b>Symbol: UDAICEMENT, Series : EQ</b><br><b>Through: NEAPS</b> |
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Dear Sir(s),

**Re: Business Responsibility and Sustainability Report**

We enclose herewith Company's Business Responsibility and Sustainability Report in the format as specified by the Securities and Exchange Board of India which forms part of the Integrated Annual Report of the Company for the Financial Year 2023-24.

The said Integrated Annual Report is available of the website of the Company at <https://udaipurcement.com/annual-reports/>

Thanking you and assuring you of our best Co-operation at all times.

Yours faithfully,  
For **Udaipur Cement Works Limited**

(Poonam Singh)  
Company Secretary and Compliance Officer

Encl: a.a.

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Fax: +91-11-66001142 | Email: ucwl.customercare@ucwl.jkmail.com | **Works & Regd. Office:** Shripati Nagar, CFA, P.O. Dabok,  
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CIN: L26943RJ1993PLC007267



www.udaipurcement.com



# BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

## SECTION A: GENERAL DISCLOSURES

### I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L26943RJ1993PLC007267
2.	Name of the Listed Entity	Udaipur Cement Works Ltd.
3.	Year of Incorporation	1993
4.	Registered Office Address	Shripati Nagar CFA, P.O.Dabok, Udaipur - 313 022 (Rajasthan) Tele:91-294-2655076-77
5.	Corporate Address	Nehru House, 4, Bahadur Shah Zafar Marg, New Delhi -110 002
6.	E-mail	ucwl.investors@jkmail.com
7.	Telephone	011-68201608
8.	Website	www.udaipurcement.com
9.	Financial Year for which reporting is being done	1 <sup>st</sup> April 2023 to 31 <sup>st</sup> March 2024
10.	Name of the Stock Exchange(s) where shares are listed	BSE Ltd. & National Stock Exchange of India Ltd. (w.e.f. 23.04.24)
11.	Paid-up Capital:	₹ 295.22 Crores
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Name: Shri Naveen Kumar Sharma, Whole-time Director Email: naveensharma@ucwl.jkmail.com Contact: +91 11 6820 1660
13.	Reporting boundary - Are the disclosures under this : report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together)	Standalone basis. The Company does not have any subsidiary company
14.	Name of assurance provider	Not Applicable
15.	Type of assurance obtained	Not Applicable

### II. Products / services

16. Details of business activities (accounting for 90% of the turnover):

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Cement Manufacturing	Cement manufacturing & selling	100%

17. Products / Services sold by the entity (accounting for 90% of the entity's Turnover)

S.No.	Product/Service	NIC Code	% of total Turnover contributed
1.	Cement and Clinker	2394* *As per National Industrial Classification (2008)	100%

### III. Operations

18. Number of locations where plants and/or operations / offices of the entity are situated:

Location	Number of plants	Number of offices	Total
National	01 Integrated Plant	02	03
International	-	-	-



# BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	04 - Rajasthan, M.P., Gujrat & Maharastra
International (No. of Countries)	None

b. What is the contribution of exports as a percentage of the total turnover of the entity?

Not Applicable as the Company is not exporting cement.

c. A brief on types of customers

- Trade customers- IHB – Individual home builders who built their home on a plot of land
- Non-Trade-Institutional customers-entities who buy cement from the Company for various housing and commercial/ government projects.

## IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No.(B)	%(B/A)	No.(C)	%(C/A)
<b>EMPLOYEES</b>						
1.	Permanent (D)	305	301	99	4	1
2.	Other than Permanent (E)	37	37	100	0	0
3.	Total employees (D+E)	342	338	99	4	1
<b>WORKERS</b>						
4.	Permanent (F)	25	25	100	0	0
5.	Other than Permanent (G)	713	710	99.58	3	0.42
6.	Total workers (F+G)	738	735	99.59	3	0.41

b. Differently abled Employees and Workers:

S. No.	Particulars	Total (A)	Male		Female	
			No.(B)	%(B/A)	No.(C)	%(C/A)
<b>DIFFERENTLY ABLED EMPLOYEES</b>						
1.	Permanent (D)	0	0	0	0	0
2.	Other than Permanent (E)	0	0	0	0	0
3.	Total employees (D+E)	0	0	0	0	0
<b>DIFFERENTLY ABLED WORKERS</b>						
4.	Permanent (F)	0	0	0	0	0
5.	Other than Permanent (G)	0	0	0	0	0
6.	Total workers (F+G)	0	0	0	0	0



21. Participation / Inclusion / Representation of women

	Total (A)	No. and percentage of Females	
		No.(B)	%(B/A)
Board of Directors*	7	2	28.57%
Key Management Personnel**	4	1	25%

\*One Director passed away on 1<sup>st</sup> April 2024 \*\*Includes two Executive Directors

22. Turnover rate for permanent employees and workers (Disclose trends for the past 3 years)

	FY 2023-24 (Turnover rate in current FY)			FY 2022-23 (Turnover rate in previous FY)			FY 2021-22 (Turnover rate in the prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	22%	0	22%	15%	0	15%	16%	1%	17%
Permanent Workers	28%	0	28%	37%	0	37%	25%	0	25%

V. Holding, Subsidiary and Associate Companies (including joint ventures)

23. (a) Names of holding / subsidiary / associate companies / joint ventures

S.No.	Name of the holding/ subsidiary/associate companies/joint venture (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity ? (Yes/No)
1.	JK Lakshmi Cement Ltd.	Holding Company	Equity shares 75% 5% CRPS* - 100% 6% OCCRPS** - 100%	No

\* Cumulative Redeemable Preference Shares

\*\* Optionally Convertible Cumulative Redeemable Preference Shares.

VI. CSR Details

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No) - Yes  
(ii) Turnover (in Rupees): ₹ 11,74,36,40,631  
(iii) Net worth (in Rupees): ₹ 8,87,39,07,929



# BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

## VII Transparency and Disclosures Compliances

25. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:

Stakeholder Group from whom complaint is received	Grievance Redressal Mechanism in place (Yes or No) (If Yes, then provide web-link for grievance redress policy)	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes (through CSR team)	Nil	Nil	Nil	Nil	Nil	Nil
Investors (other than shareholders)	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Shareholders	Yes* www.udaipurcement.com	7	Nil	Nil	1	Nil	Nil
Employees and workers	Yes	Nil	Nil	Nil	Nil	Nil	Nil
Customers	Yes www.udaipurcement.com	17	Nil	Resolved	8	Nil	Resolved
Value Chain Partners	Yes www.udaipurcement.com	Nil	Nil	Nil	Nil	Nil	Nil
Influencers	Yes www.udaipurcement.com	218	Nil	Nil	200	Nil	Nil
Other (Please specify)	Nil	Nil	Nil	Nil	Nil	Nil	Nil

\* The Company has a dedicated Manager level employee of holding Company who regularly keeps a track of the complaints received from shareholders and promptly responds (say 2 to 3 days) to the complainant to ensure that the complaint is resolved immediately to the satisfaction of the shareholder without any delay. All the complaint of shareholders received during a quarter, if any and actions taken thereon are placed before a Board Level Committee, constituted under Regulation 20 of the SEBI (Listing Obligations and Disclosure requirements) Regulations, 2015 and Section 178 of the Companies Act, 2013.

\*\* Plant location has dedicated employee Grievance redressal mechanism with easy access upto worker level.

\*\* For value chain channel partners - email- ucwl.customercare@ucwl.jkmail.com



26. Overview of the entity's material responsible business conduct issues

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format

S.No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Economic Value and Business Performance	R	Poor business performance affects employee morale, productivity and innovation. It further hampers the reputation of the Company and implies industry reduced business opportunities for an enterprise, meaning lower dividends for shareholders and increased cost of capital.	To be among the top five EBDITA player in the industry	Negative
2	Customer satisfaction	R	Lack of initiatives towards sustaining customer satisfaction hampers customer loyalty, leading to reduced market reputation and lower revenue from sales.	Company has key focus on the customer centricity and robust mechanism to resolve their grievances	Negative
3	Integrity and transparency	R	Unethical acts by an enterprise can bring about substantial reputational damage to a Company, hence affecting its future earning besides regulatory penalties.	Policies in place	Negative
4	Compliance to Regulation	R	Sanctions and financial penalties may be imposed on an enterprise by the regulatory authorities for acts of non-compliance.	Strong internal compliance system in place	Negative



# BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

S.No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
5	Human Capital Development	R	Lack of human capital development initiatives will lead to reduced employee productivity and poor turn-around time, leading to weak performance at the operational level. Also hampers Company's overall performance and progress towards its strategic targets, leading to decline in revenues.	Various initiatives	Negative
6	Community Development	R	Lack of community development initiatives can bring about hostility and unrest among the local community, thus endangering the Company's social license to operate.	Community & stakeholders need based CSR initiatives and strong engagement	Negative
7	Occupational Health and Safety	R	Insufficient investment towards ensuring occupational health and safety of employees has a direct negative impact on labour costs through lower productivity. Lower performance not only poses threat to a Company's reputation and staff morale, but also results in increased operating costs in the form of fines and other contingent liabilities.	Maintain Zero LTIFR	Negative



S.No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
8	Energy and Emissions	R	Having a poor track record in energy consumption and emissions management is likely to experience reduced trust from investors and stakeholders. The regulatory authorities may impose penalties on the company due to poor energy and emissions performance.	Increased usage of solar and other renewable source of energy.	Negative
9	Water Management	R	Lack of water management initiatives will lead to depletion of water resources in an area and impacting social and biodiversity value.	Various water stewardship project	Negative
10	Resource Conservation	R	Poor resource management will have impact on Company's long lasting existence and performance, It will also lead to resource depletion.	Enhanced use of AFR and pro-active resource conservation initiatives	Negative
11	Sustainable Supply chain partners	O	Build sustainable Supply chain and mitigate disruption and reputational risks	Focus on sustainable sourcing	Positive





# BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

## SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.

Disclosure Questions		P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
<b>Policy and management processes</b>										
1	a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	c. Web Link of the Policies, if available	The Code of Conduct for Board Members and Senior Management, and other relevant policies are available on the website of the Company <a href="https://udaipurcement.com/code-of-conduct/">https://udaipurcement.com/code-of-conduct/</a> The weblink of ESG policies is below - <a href="https://udaipurcement.com/esg-policies/">https://udaipurcement.com/esg-policies/</a>								
2	Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3	Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4	Name of the national and international codes/certifications/labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	<p>The policies are based on all the above prescribed principles. The key focus of these policies is to follow the spirit of national and international standards like ISO45001, UNGC Guidelines, GRI Standards, WBCSD and others wherever applicable.</p> <p>P1- Quality Management (ISO 9001:2015) P2- Quality Management (ISO 9001:2015) Energy Management (ISO50001:2018) HS- Occupational Health and Safety Management (ISO45001:2018) E-Environment Management (ISO14001:2015) NABL Lab (ISO/IEC 17025) PPC [IS 1489 (PART 2)]; Composite (IS 16415: 2015); Slag (IS 455: 2015); OPC (IS 269:2015) Green certification</p> <p>P3- Quality Management (ISO 9001:2015) Energy Management (ISO50001:2018) Occupational Health and Safety Management (ISO45001:2018) Environment Management (ISO14001:2015)</p> <p>P4- Quality Management (ISO 9001:2015)</p> <p>P5- Quality Management (ISO 9001:2015)</p> <p>P6- Energy Management (ISO50001:2018) HS- Occupational Health and Safety Management (ISO45001:2018)</p> <p>P7- Quality Management (ISO 9001:2015)</p> <p>P-8- Quality Management (ISO 9001:2015) Energy Management (ISO50001:2018) Occupational Health and Safety Management (ISO45001:2018) Environment Management (ISO14001:2015)</p> <p>P9- Quality Management (ISO 9001:2015)</p>								
5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	Goals and targets are set annually which are derived from Company Strategic Business Plan. Specific sustainability targets have been identified and the timelines for achieving carbon neutrality have been defined. All other specific targets-long term and short term are periodically reviewed and approved by management.								



Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
6 Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.									

For all identified KPIs, performance reviews are conducted on regular annual basis by the top management in Business Review Meetings.

**Governance, leadership and oversight**

7	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)  Being a responsible cement manufacturing Company, we are committed for the BRSR and ESG principles, inclusive growth and UN Sustainable Development Goals and other commitments of the nation. We are committed to continuously strive for improving our ESG performance by not only managing social and environmental negative impacts but also consciously creating positive externalities through our business operations.
8	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).  Shri Naveen Kumar Sharma Whole-time Director
9	Does the entity have a specified Committee of the Board/Director responsible for decision making on sustainability related issues? (Yes/No). If yes, provide details.  Yes. During the year, the Board rechristened the erstwhile Corporate Social Responsibility (CSR) Committee to "CSR & Sustainability Committee". The said Committee reviews, inter alia, the Environment, Social, Governance and Sustainability initiatives of the Company.

10. Details of Review of NGRBCs by the Company:

Subject for review	Indicate whether review was undertaken by Director/ Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other - please specify)									
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	
Performance against above policies and follow up action																			Annually
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances																			Quarterly
11	Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency									P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	Independent assessment not done. However, we review our policies periodically.



# BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

12. If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:

Questions	P	P	P	P	P	P	P	P	P
	1	2	3	4	5	6	7	8	9
The entity does not consider the Principles material to its business (Yes/No)	-	-	-	-	-	-	-	-	-
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	-	-	-	-	-	-	-	-	-
The entity does not have the financial or/human and technical resources available for the task (Yes/No)	-	-	-	-	-	-	-	-	-
It is planned to be done in the next financial year (Yes/No)	-	-	-	-	-	-	-	-	-
Any other reason (please specify)	-	-	-	-	-	-	-	-	-

## SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as "Essential" and "Leadership". While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.

### PRINCIPLE-1

Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.

#### Essential Indicators

1. Percentage coverage by training and awareness programmes on any of the Principles during the financial year.

Segment	Total number of training and awareness programmes held	Topic/principles covered under the training and its impact	%age of persons in respective category covered by the awareness Programmes
Board of Directors	4	<ul style="list-style-type: none"> <li>- Company's performance on sustainability related factors</li> <li>- Presentation on the various CSR projects/ programmes pursued by the Company during the period Apr' 2023 to March 2024.</li> <li>- The Board members has been updated with the ESG initiatives undertaken by the Company during FY 2023-24</li> <li>- Plant Visit on 28<sup>th</sup> March 2024 on commissioning of new Expansion Project</li> </ul>	100%
Key Managerial Personnel	4	Same as above	100%
Employees other than BoD and KMPs	18	<ul style="list-style-type: none"> <li>• Sessions on Vision, Mission &amp; Values, Competency Framework.</li> <li>• Session on Environmental Concerns.                             <ul style="list-style-type: none"> <li>- (Air Quality, Waste Management, EPR obligations etc).</li> </ul> </li> <li>• Sessions related to Safety-Accountability.</li> <li>• Awareness sessions on GreenCo.</li> </ul>	58%
Workers	53	Awareness Sessions on Safety-Transparency & Accountability	90%



2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

NIL

	Monetary				
	NGRBC Principle	Name of the regulatory/ enforcement agencies/judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	Nil	Nil	Nil	Nil	Nil
Settlement	Nil	Nil	Nil	Nil	Nil
Compounding fee	Nil	Nil	Nil	Nil	Nil

	Non-Monetary			
	NGRBC Principle	Name of the regulatory/enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	Nil	Nil	Nil	Nil
Punishment	Nil	Nil	Nil	Nil

3. Of the instances disclosed in Question 2 above, details of the Appeal/Revision preferred in cases where monetary or non-monetary action has been appealed.

Case Details	Name of the regulatory/enforcement agencies/judicial institutions
	Not Applicable

4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.
- Yes, the Company has an anti-bribery policy. We are committed to conduct our business ethically and in compliance with all applicable laws and regulations and other laws that prohibit unethical financial transactions and payments to obtain business advantages. The Company strictly prohibits bribery or other improper payments in any of its business operations. This prohibition applies to all business activities, anywhere in the world, whether they involve government official or are wholly commercial.
- <https://udaipurcement.com/code-of-conduct/>  
<https://udaipurcement.com/wp-content/uploads/2023/05/anti-bribery-policy.pdf>
5. Number of Director/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/corruption:

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil



# BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

## 6. Details of complaints with regard to conflict of interest:

	FY 2023-24 (Current Financial Year)		FY 2022-23 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	Nil	Nil	Nil
Number of complaints received in relation to issues of Conflict of Interest of the KMP's	Nil	Nil	Nil	Nil

7. Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.

Nil

8. Number of days of accounts payables ((Accounts payable \*365) / Cost of goods/ services procured) in the following format:

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Number of days of accounts payable	35	32

## 9. Open-ness of business

Provide details of concentration of purchases and sales with trading houses, dealers and related parties along-with loans and advances & investments, with related parties in the following format:

Parameter	Metrics	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Concentration of Purchases	a) Purchases from trading houses as % of total purchases	0	0
	b) Number of trading houses where purchases are made from	0	0
	c) Purchases from top 10 trading houses as % of total purchases from trading houses	0	0
Concentration of Sales	a) Sales to dealers/ distributors as % of total sales	50%	53%
	b) Number of dealers/ distributors to whom sales are made	715	650
	c) Sales to top 10 dealers/distributors as % of total sales to dealers/distributors	18%	20%
Share of RPTs in	a) Purchases (Purchases with related parties/Total Purchases)	234.01	261.93
	b) Sales (Sales to related parties/Total Sales)	657.58	571.88
	c) Loans & advances (Loans & advances given to related parties/Total loans & advances)	0	0
	d) Investments (Investments in related parties/Total Investments made)	0	0

## Leadership Indicators

1. Awareness programmes conducted for value chain partners on any of the Principles during the financial year:

Total number of awareness programmes held	Topics/ principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
1	BRSR Principles covering ESG in value chain, alternate fuel, green field logistics, energy efficiencies etc.	Strategic & critical partners associated with us since long, from all domain of procurement covering 80% of spent in respective categories

2. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No) If Yes, provide details of the same.

Yes, we do have a Process in place which is governed by the "policy on code of conduct for members of the Board and Senior Management" of Udaipur Cement Works Ltd. Web link to the same is: <https://udaipurcement.com/>



**PRINCIPLE-2**

**Businesses should provide goods and services in a manner that is sustainable and safe**

**Essential Indicators**

- Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)	Details of improvements in environmental and social impacts
R&D	N.A.	N.A.	N.A.
Capex	16%	27%	The Investment has been in Solar Energy, Waste Heat Recovery (WHR) & Pollution control equipments.

- Does the entity have procedures in place for sustainable sourcing? (Yes/No)  
 Yes. Udaipur Cement Works Limited (UCWL) has developed and implemented sustainable sourcing for its all kinds of input materials. The Company has developed a sustainable supply chain with utilization of Green Procurement criteria for vendor assessment. The Company prefers those vendors which are ISO certified and have robust policies for environment and sustainable development.  
  
 Sustainable sourcing is part of UCWL sourcing & Suppliers Business Partner Management practices. UCWL is having digital vendor registration process in place with which vendors being surveyed while registration on sustainable system in place with them like "Social accountability, ESG aspects, wastes management, ISO's registration, etc.". On successful completion of survey, vendors can only proceed further for registration. The Company is committed to conducting business only with those business partners who can align with the filtering criteria laid down during the on-boarding process.
  - If yes, what percentage of inputs were sourced sustainably?  
 As a part of sustainable sourcing, the Company prefers local and indigenous material as per the availability. In FY 2023-24, 16.59 % of input raw material used for production of cement is recycled in nature from industrial waste.
- Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.  
  
 We believe in "waste to wealth" and from the very beginning of the project and manufacturing process, we adopted the "Reduce - Reuse - Recycle (3Rs)" principle. UCWL is utilizing recycled material from other industrial waste. The company follows circularity principles in its all stages of manufacturing.
  - Plastic (Including packaging):- UCWL is registered as a Brand Owner and as an Importer for the Extended Producer Responsibility (EPR) under PWM Rules 2016 & as amended. As per the EPR guidelines, we have completed 100% target for FY 2023-24. The major product of UCWL is Cement, which is packed in cement bags. Plastic packaging bags are also recycled by authorized recyclers.
  - E-waste:- There is no E-waste generated from the manufacturing process. However, the only E-waste generated is from the office operations and E-Waste generated is stored at designated places & sold to the CPCB registered recyclers.
  - Hazardous waste and (d) other waste:- During cement manufacturing, only used oil (Hazardous Waste) generated from operational machinery from our plant. Used oil is stored at identified and isolated locations with all safety measures. Used Oil sold to SPCB/CPCB authorized recyclers. Moreover, we are utilizing hazardous waste as an alternative fuel and raw materials (AFR) in our cement manufacturing process, generated as waste/byproduct from other industries.
- Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.  
  
 Yes. Extended Producer Responsibility (EPR) is applicable. We submitted the EPR action plan during registration as a Brand Owner and an Importer, which is in line with the EPR Guideline. As per the guideline, the Company has completed 100% target for FY 2023-2024.



# BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

## Leadership Indicators

1. Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?

NIC Code	Name of Product/Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective/ Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) if yes, provide the web-link.
2394	LCA of 5 Products (OPC43, OPC53, PPC, SRPC, CoC)	-	Cradle-to-Gate	Yes	Report under progress & review.

2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.

Name of Product/ Service	Description of the risk/Concern	Action Taken
LCA of 5 Products (OPC43, OPC53, PPC, SRPC, CoC)	Raw Material Extraction, Energy Intensive Process-GHG Emission, Natural Resource Consumption, Environmental pollution,	Increasing the RE %, improving energy efficiency, reducing emissions, reducing natural resource consumption through alternative fuels and raw materials, implementing pollution control measures, promoting circular economy approaches such as recycling and waste minimization, and enhancing transparency and accountability within the industry.

3. Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry)

Indicate input material	Recycled or Reused input material to total material	
	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Recycled and Reused Material from Industrial Waste	16.59	27.98

4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:

	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Re-used	Re-cycled	Safely disposed	Re-used	Re-cycled	Safely disposed
Plastics (Including packaging)	-	1741	-	-	1342.815	-
E-waste	-	-	-	-	-	-
Hazardous waste	-	-	4.49	-	-	12.716
Other waste (Battery)	-	-	5.19	-	-	0.540

**Note:** UCWL as brand owner manufacture Cement and Clinker where only PP bags are being used to pack cement product. We do not reclaim the same material used in our product packaging material but through CPCB authorized recyclers, we reclaim the plastic packaging materials as per the guidelines of Extended Producer Responsibility (EPR).



5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category.

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
Cement	The company has not reclaimed product. However; plastic packaging material which were used for Cement packaging was recycled - FY 2023-24 Target Qty. 1741 MT for Category II Flexible Plastic (100% total Plastic packaging material (pre consumer + post consumer) in market in FY: 2021-22 & 2022-23)

**PRINCIPLE-3**

Businesses should respect and promote the well-being of all employees, including those in their value chains

**Essential Indicators**

1. a. Details of measures for the well-being of employees:

Category	% of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent employees</b>											
Male	301	301	100	301	100	0	0	0	0	0	0
Female	4	4	100	4	100	4	100	0	0	0	0
Total	305	305	100	305	100	4	1.31	0	0	0	0
<b>Other than Permanent employees</b>											
Male	37	37	100	37	100	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	37	37	100	37	100	0	0	0	0	0	0

b. Details of measures for the well-being of workers:

Category	% of workers covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent employees</b>											
Male	25	25	100	25	100	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	25	25	100	25	100	0	0	0	0	0	0
<b>Other than Permanent workers</b>											
Male	710	710	100	710	100	0	0	0	0	0	0
Female	3	3	100	3	100	3	100	0	0	0	0
Total	713	713	100	713	100	3	0.42	0	0	0	0





# BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

- c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format -

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Cost incurred on well-being measures as a % of total revenue of the Company	0.5%	0.5%

2. Details of retirement benefits, for Current FY and Previous Financial Year.

Benefits	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authorities (Y/ N / N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authorities (Y/ N / N.A.)
PF	100%	100%	Yes	100%	100%	Yes
Gratuity	100%	100%	Yes	100%	100%	Yes
ESI	6.43%	100%	Yes	7%	100%	Yes
Others-Please specify	-	-	-	-	-	-

3. Accessibility of workplaces

Are the premises/offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.

Yes, the Company has a policy on diversity and inclusion and the actions are being taken.

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.

Yes, the Company is committed to being an equal opportunity employer and ensure an inclusive workplace for all.

<https://udaipurcement.com/esg-policies/>

5. Return to work and Retention rates of permanent employees and workers that took parental leave.

Gender	Permanent Employees		Permanent Workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	N.A.	N.A.	N.A.	N.A.
Female	N.A.	N.A.	N.A.	N.A.
Total	N.A.	N.A.	N.A.	N.A.

\*N.A. Not Applicable for Men. No Female has taken maternity leave in FY 2023-24

6. Is there a mechanism available to receive and redress grievances for the following categories of employees and worker? If yes, give details of the mechanism in brief.

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Company Policy & Union Meetings
Other than Permanent workers	Grievance Handling Mechanism
Permanent employees	As a part of our open and transparent culture, we follow open door policy. So every employee can share their concerns to their functional heads or leaders at any point in time.
Other than Permanent Employees	They can directly approach the respective HODs/In Charge and the same is addressed by the respective HODs/ In Charge.



## 7. Membership of employees and worker in association(s) or Unions recognised by the listed entity:

Benefits	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Total employees/workers in respective category (A)	No. of employees/workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees/workers in respective category (C)	No. of employees/workers in respective category, who are part of association(s) or Union (D)	% (D/C)
<b>Total Permanent Employees</b>	305	0	0	306	0	0
- Male	301	0	0	303	0	0
- Female	4	0	0	3	0	0
<b>Total Permanent Workers</b>	25	25	100	34	34	100
- Male	25	25	100	34	34	100
- Female	0	0	0	0	0	0

## 8. Details of training given to employees and workers:

Category	FY 2023-24 (Current Financial Year)					FY 2022-23 (Previous Financial Year)				
	Total (A)	On Health and safety measures		On Skill Upgradation		Total (D)	On Health and safety measures		On Skill Upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
Male	301	301	100	257	85	303	303	100	216	71
Female	4	4	100	4	100	3	3	100	3	100
Total	305	305	100	261	86	306	306	100	219	71
<b>Workers</b>										
Male	735	735	100	133	18	34	34	100	34	100
Female	3	3	100	0	0	0	0	0	0	0
Total	738	738	100	133	18	34	34	100	34	100

## 9. Details of performance and career development reviews of employees and worker:

Category	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
<b>Employees</b>						
Male	301	290	96	303	297	98
Female	4	4	100	3	3	100
Total	305	294	96	306	300	98
<b>Workers</b>						
Male	25	0	0	34	0	0
Female	0	0	0	0	0	0
Total	25	0	0	34	0	0



10. Health and safety management system:

a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?

Yes, occupational health & safety management system has been implemented in our entire plant. Our company is ISO 45001:2018 certified through M/s Bureau VERITAS.

- Developed & implemented IMS-Integrated management system policy.
- External & internal training arranged for all the coordinators & implementors.
- Arranged internal auditor training of 3-5 days to all our coordinators to well understand about system.
- Conducted periodic internal & Scheduled external audits for the verification & gaps identification. On the basis we took the corrective action against OFI for continual improvements.
- We regularly review & monitor our OHS management system for continual improvements. Taken many initiatives & efforts for the strengthen of the same.

b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?

At UCWL, following Processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity as below:

- HIRA (Hazard Identification & Risk Assessment).
- JSA (Job Safety Analysis)
- Audits & Inspections
- Site regular visits by safety team & other members.
- Unsafe Acts/condition reporting mobile app
- Near miss Reporting.
- HAZOP Study (HAZARD & Operability study)

c. Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. (Y/N)

At UCWL, yes we have the following process of hazards reporting in our plant:

- Safety Visit App: In our plant we use digital mobile based app for reporting hazards. Every employee having the access of the same. Observation shared by to any employee or safety department is logged through this app for taking action to implement the suggestion.
- Logistic Safety App: This mobile based app is used for the inspection of logistic vehicles as per pre uploaded checklist.
- Daily Safety Rounds: During safety round of CFT, any workmen may share any hazards which he/she noticed while working.
- Regular Meetings: During daily/weekly meeting, workmen may share any observations related to their safety or Unsafe Acts/condition.
- Manual Hazard reporting format: For reporting of site hazards any workmen may use printed format & submit to safety office or shift office.
- Daily TBT Session: During daily TBT Session every workman have the freedom for reporting hazards or observation.

d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)

At UCWL, yes, all the employees including workmen have access to non-occupational & healthcare services in our plant. We have fully equipped Occupational Health Center in our township. Our OHC (Occupational Health center) is opened for all staffs including workmen & their family members. Well experienced & qualified doctor & Male/Female nurse always available there. Well-equipped Ambulance available 24X7 on single call. X-Ray, clinical lab for blood checking, Audiometry, ECG, Height phobia test structure etc. available there. Separate wards for male & female. Apart form this we organize regular health camps for our staffs/workmen & for nearby community members.



11. Details of safety related incidents, in the following format:

Safety Incident/Number	Category*	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Lost Time Injury Frequency Rate (LTIFR)	Employees	0	0
(per one million-person hours worked)	Workers	0	0
Total recordable work-related injuries	Employees	0	0
	Workers	0	0
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

\*Including the contract workforce

12. Describe the measures taken by the entity to ensure a safe and healthy workplace

We have taken following measures to ensure safe & healthy workplace:

- Implemented BBS system for positive safety culture.
- Implemented PTW & LOTO system in entire plant.
- Toolbox Talk/Safety briefing is mandatory prior to job execution.
- Machine guarding implemented in entire plant.
- Fire hydrant, smoke & flame detectors installed at all critical places.
- Installed safety devices like limit switches & IOT based sensors etc. in critical machines.
- Installed Railing & toe guard for falling protection.
- Installed ELCB/RCBO for electrical safety.
- Auto switch-over to DG Power in case of Grid Supply Failure. Reduction in time in resumption & reduce risk.
- Provided fire coating on HT cables for fire safety.
- Replaced rubber mates with insulating coating in load centre.
- Installed flame detectors with smoke detectors in packing plant borry go down for early detection of fire.
- Installed high water jet spray system in transformer which will be auto operated in case of detection of fire.
- Organized safety promotional events all around the year to create safety awareness.
- Organized various safety training to educate & create awareness about safety

13. Number of Complaints on the following made by employees and workers.

	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	NIL	NIL	NIL	NIL	NIL	NIL
Health & Safety	NIL	NIL	NIL	NIL	NIL	NIL



# BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

## 14. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100% (1 out of 1 Plant)
Working Conditions	100% (1 out of 1 Plant)

- (1) Plant IMS audit done for the standards ISO 9001:2015, ISO 14001:2015 & ISO 45001:2018 between 18-20 May 2023 by the team of 3 Auditors of M/s BVC (M/s Bureau of VERITAS) & received zero NC (Nonconformity).
  - (2) Plant statutory audit done by M/s National Safety Council of India between 11-13 Oct 2023. Zero NC (Nonconformity) given by the auditors. However, 26 opportunity for improvement was shared by the team which was closed within targeted timeframe.
15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions.

No reportable accident/incident occurred in our plant although we took some initiatives to control significant risks:

- Installed interlocking arrangement in earthing & feeding circuit in AFR unloading to avoid the possibility of provision of earthing connection while unloading of tanker.
- Installation Proximity switch for safety at packer maintenance gate
- In House-Limit Switch installed at the rear doors of HT Panels and interlock taken in Control Wiring to increase safety and remove the Hazard of Electrocutation
- Covered Belt Conveyor to eliminate the risk of falling material from height.
- Installed access control system biometric & password protected to avoid Authorized & Unauthorized persons can enter inside the load centres & switch yard.
- Installed separate DB's for 24 volt supply in confined space with green color coding to identify.
- Provided high heat resistance suits for working in high heat exposure area like cyclone jam cleaning, burner platform etc.

### Leadership Indicators

1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N)  
Yes the Company extends life insurance and compensatory package in the event of death of both employees and workers. Employees are covered under social security laws like PF & ESI which ensures benefit (Compensatory package) in the event of death of employees & workers.
2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners. **Not Applicable**
3. Provide the number of employees / workers having suffered high consequence work-related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

	Total no. of affected employees/workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Employees	NIL	NIL	NIL	NIL
Workers	NIL	NIL	NIL	NIL

4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No)  
On need basis we keep retired employees as retainers to utilize their skills and experience.



5. Details on assessment of value chain partners

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices Working Conditions	No, assessments were conducted during FY 2023-24. However, these considerations are standard terms of our contracts to maintain the best standard of health & safety practices.

6. Provide details of any corrective actions taken or underway to address significant risks/concerns arising from assessments of health and safety practices and working conditions of value chain partners.

S.No.	Initiative	Impact
1	Regular inspection of vehicles through logistic safety app	Maintained vehicle in Safe to use condition
2	Eye check-up camp	Good eye vision
3	Defensive driving training	Increased awareness
4	Road safety week celebration	Increased awareness
5	Display of road safety messages & instruction	Improved safety
6	Mandate back horn inside plant	Improved safety
7	Fixed speed limit 20 KMH inside plant	Controlled driving
8	Developed concrete parking & rest room	Reduce dust & improve health

**PRINCIPLE-4**

**Businesses should respect the interests of and be responsive to all its stakeholders**

**Essential Indicators**

1. Describe the processes for identifying key stakeholder groups of the entity.

The Company has strong business commitment towards shared value creation for various stakeholders and have accordingly mapped its internal and external stakeholders. The Company interacts with its various stakeholders throughout the year to ensure sustainable and harmonious relations. The Company's internal stakeholders include employees, whereas external stakeholders include business partners/suppliers, customers, communities around business operations, society, competitors, shareholders/ investors, and the governments. Please refer the Stakeholder chapter of Integrated Annual Report.

2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/Half yearly/ Quarterly/others - please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders	No	Email, SMS, Newspapers, Meetings, Company Website, Stock Exchange, other Statutory Authority	Regularly through Company's Website and website of Stock Exchange, through Annual General Meetings	Disseminating and sharing of information with the shareholders with a view to update and also to seek their approval etc. as may be required.
Institutional Investors	No	Annual General Meetings Quarterly Meetings Website	Need based	ROI and ESG performance
Investors other than shareholders	No	Email, Newspaper, Company Website	Regularly	Company's performance on Financial and Non-financial parameters.



# BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/Half yearly/ Quarterly/others - please specific)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees & Workers	No	Email, Meetings, Communication from Top Management	Daily, Weekly, Monthly, Annually, Need Based	Employee well being, career development, grievance handling, industry scenario
Customers	No	Feedback surveys, Customer needs, Social media, Campaigns, Customer meets	Need based- periodically	Complaints handling, product communications
Value Chain Partners	No	Meetings, phone calls, emails	Weekly, monthly, annually, need based	Customer relationship, product knowledge
Communities	Yes	Meetings, message	Daily, weekly, monthly, need based	Community development including health, water, education, sanitation etc.
Statutory Body	No	Interactions, industry forum meets, compliance report	Need based	Compliance, industry concerns, government expectations

## Leadership Indicators

1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how feedback from such consultations is provided to the Board.  
Please refer to the stakeholder engagement section of Integrated Annual Report of Financial Year 2023-24.
2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.  
Please refer to stakeholder engagement section of Integrated Annual Report of Financial Year 2023-24
3. Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalized stakeholder groups.

The Company consciously acts as a responsible corporate citizen and engages with the marginalized and vulnerable sections of society. Our major engagement channels are with local communities and other stakeholders like masons, petty contractors, drivers benefitting through our CSR interventions. We engage with them frequently through need assessment and other participatory methods to understand their needs and impact of our interventions. Please refer to CSR report and Social & Relationship Capital Chapter in the Integrated Annual Report for further details.



**PRINCIPLE-5**

Businesses should respect and promote human rights.

**Essential Indicators**

1. Employees and workers who have been provided training on human rights issues and policy (ies) of the entity, in the following format:

Category	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Total (A)	No. of employees/workers covered (B)	% (B/ A)	Total (C)	No. of employees/workers covered (D)	% (D/ C)
<b>Employees</b>						
Permanent	305	244	80%	306	0	0
Other than permanent	37	27	73%	41	0	0
<b>Total Employees</b>	<b>342</b>	<b>271</b>	<b>79%</b>	<b>347</b>	<b>0</b>	<b>0</b>
<b>Workers</b>						
Permanent	25	19	76%	34	0	0
Other than permanent	713	584	82%	697	0	0
<b>Total Workers</b>	<b>738</b>	<b>603</b>	<b>82%</b>	<b>731</b>	<b>0</b>	<b>0</b>

2. Details of minimum wages paid to employees and workers, in the following format:

Category	FY 23-24 (Current Financial Year)					FY 22-23 (Previous Financial Year)				
	Total (A)	Equal Minimum Wage to		More than Minimum Wage		Total (D)	Equal Minimum Wage to		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
<b>Permanent</b>	305	0	0	305	100	306	0	0	306	100
Male	301	0	0	301	100	303	0	0	303	100
Female	4	0	0	4	100	3	0	0	3	100
<b>Other than Permanent</b>	37	0	0	37	100	41	0	0	41	100
Male	37	0	0	37	100	41	0	0	41	100
Female	0	0	0	0	0	0	0	0	0	0
<b>Workers</b>										
<b>Permanent</b>	25	0	0	25	100	34	0	0	34	100
Male	25	0	0	25	100	34	0	0	34	100
Female	0	0	0	0	0	0	0	0	0	0
<b>Other than Permanent</b>	713	65	9	648	91	697	130	19	567	81
Male	710	65	9	645	91	692	130	19	562	81
Female	3	0	0	3	100	5	0	0	5	100





# BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

## 3. Details of remuneration/salary/wages

### a) Median remuneration / wages:

	Male		Female	
	Number	Median remuneration/ salary/wages of respective category	Number	Median remuneration/ salary/wages of respective category
Board of Directors (BoD) - Executive Directors (ED)	2	29862384	0	-
BoD - Non-Executive Directors (NED)	3	275000	2	255000
Key Managerial Personnel*	3	20268897	1	2120315
Employees other than BoD and KMP	298	7,82,681	3	5,61,526
Workers	25	6,09,887	0	0

\* includes two executive directors whose salary has been mentioned above

### b) Gross wages paid to females as % of total wages paid by the entity, in the following:

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Gross wages paid to females as % of total wages	0.76%	0.86%

4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business?

Yes

5. Describe the internal mechanisms in place to redress grievances related to human rights issues.

We have Grievance Committee and Harassment Committee which addresses human rights issues.

6. Number of Complaints on the following made by employees and workers:

Category	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	NIL	NIL	NIL	NIL	NIL	NIL
Discrimination at workplace	NIL	NIL	NIL	NIL	NIL	NIL
Child Labour	NIL	NIL	NIL	NIL	NIL	NIL
Forced Labour/ Involuntary Labour	NIL	NIL	NIL	NIL	NIL	NIL
Wages	NIL	NIL	NIL	NIL	NIL	NIL
Other human rights related issues	NIL	NIL	NIL	NIL	NIL	NIL



7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention Prohibition and Redressal) Act, 2013, in the following format:

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	NIL	NIL
Complaints on POSH as a % of female employees / workers	NIL	NIL
Complaints on POSH upheld	NIL	NIL

8. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.  
We have human rights policy in place to avoid such incidents. Also, we have education programs on harassment and code of conduct for all the employees at all the levels

9. Do human rights requirements form part of your business agreements and contracts? (Yes/No)  
Yes, Human right requirements form part of Company's business agreements and contracts.

10. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	NIL
Forced/involuntary labour	NIL
Sexual harassment	NIL
Discrimination at workplace	NIL
Wages	NIL
Others - please specify	NIL

11. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 10 above.

**Not Applicable**

**Leadership Indicators**

- Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints.  
No complaints so far. Hence not applicable.
- Details of the scope and coverage of any Human rights due-diligence conducted.  
The Company has internal control mechanisms to ensure human rights due diligence. All external contracts contain strict guidelines on human rights issues and compliance is monitored constantly. No third-party due diligence has been conducted for human right in the current financial year.
- Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?  
The Company is taking steps in this direction.
- Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	NIL
Discrimination at workplace	NIL
Child Labour	NIL
Forced Labour/Involuntary Labour	NIL
Wages	NIL
Others - please specify	NIL



# BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

The Company expects its value chain partners to adhere to the same values, principles and business ethics upheld by the Company in all their business affairs. No specific assessment in respect of value chain partners has been carried out other than certain covenants where some of these parameters are being monitored closely. However, to cover all A class suppliers from this FY.

- Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.

While inducting any new suppliers the due diligence is done on above parameters and also the same is the part of every contract/ Purchase order.

## PRINCIPLE-6

### Businesses should respect and make efforts to protect and restore the environment

#### Essential Indicators

- Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:

(in GJ)

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
<b>From renewable sources</b>		
Total electricity consumption (A)	2,67,056	2,22,618
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
<b>Total energy consumed from renewable sources (A+B+C)</b>	<b>2,67,056</b>	<b>2,22,618</b>
<b>From non-renewable sources</b>		
Total electricity consumption (D)	3,58,511	2,43,716
Total fuel consumption (E)	66,17,962	43,60,745
Energy consumption through other sources (F)	0	0
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	<b>69,76,473</b>	<b>46,04,461</b>
<b>Total energy consumed (A+B+C+D+E+F)</b>	<b>72,43,529</b>	<b>48,27,079</b>
Energy intensity per rupee of turnover (Total energy consumed/Revenue from operations)	0.000623 (GJ/Rs. of Turnover)	0.000468 (GJ/Rs. of Turnover)
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed/Revenue from operations adjusted for PPP)	Since we are not exporting any product, hence revenue earned is in INR only and PPP adjustment is not applicable	
Energy intensity in terms of physical output (Kwh/ton cement)	69.27	71.00
Energy intensity (optional)-the relevant metric may be selected by the entity	-	-

**Note:** Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

During the reporting period no assessment was undertaken by external agency.

- Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.

Yes, Our UCWL plant was notified as DC on 1<sup>st</sup> April 2019 and we fall in PAT Cycle 5 & we have successfully reduced our specific energy consumption against the target notified for PAT Cycle 5 compliances and waiting for next cycle target notification. As per DC compliance we conducted our 2<sup>nd</sup> mandatory energy audit in September 23.

- Provide details of the following disclosures related to water, in the following format:



Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	4,81,549	4,45,070
(ii) Groundwater	1,03,916	88,805
(iii) Third party water	Nil	Nil
(iv) Seawater/desalinated water	Nil	Nil
(v) Others	Nil	Nil
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>5,85,465*</b>	<b>5,33,884</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>5,85,465*</b>	<b>5,33,884</b>
<b>Water intensity per rupee of turnover</b> (Total water consumption/Revenue from operations)	0.0000503 (KL/ ₹ Turnover)	0.0000518 (KL/ ₹ Turnover)
<b>Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total water consumption / Revenue from operations adjusted for PPP)	Since we are not exporting any product, hence revenue earned is in INR only and PPP adjustment is not applicable	
<b>Water intensity in terms of physical output (KL/Ton of Cement Production)</b>	0.3583	0.3636
Water intensity (optional) - the relevant metric may be selected by the entity	-	-

**Note:** Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes, Water audit conducted by CGWA accredited water audit consultant M/s Associate Engineers Consultant.

\* **Note:** Water consumption increased in the FY 2023-24 due to expansion project (production enhancement) activity.

4. Provide the following details related to water discharged:

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) To Surface water		
- No treatment	Nil	Nil
- With treatment - please specify level of treatment	Nil	Nil
(ii) To Groundwater		
- No treatment	Nil	Nil
- With treatment - please specify level of treatment	Nil	Nil
(iii) To Seawater		
- No treatment	Nil	Nil
- With treatment - please specify level of treatment	Nil	Nil
(iv) Sent to third-parties		
- No treatment	Nil	Nil
- With treatment - please specify level of treatment	Nil	Nil
(v) Others		
- No treatment	Nil	Nil
- With treatment - please specify level of treatment	Nil	Nil
<b>Total water discharged (in kilolitres)</b>	<b>Nil</b>	<b>Nil</b>

The Unit is compliant with Zero Water Discharge. The company has placed Sewage Treatment Plants (STPs) for domestic sewage and Effluent Treatment Plants (ETPs) for wastewater generated from automobile workshops. Recycled 100% treated water is reused in Machineries' cooling, Dust suppression, Greenbelt development etc. within Unit's premises.

**Note:** Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/ N) If yes, name of the external agency.

Yes, Water audit conducted by CGWA accredited water audit consultant M/s Associate Engineers Consultant.



## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

5. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.

Cement manufacturing is a dry process thus there is no direct utilization of water in the process. Water is only being used for industrial cooling purpose and there is no wastewater generated from cement manufacturing process. UCWL is maintaining Zero Water Discharge Unit status. The Company has placed Sewage Treatment Plants (STPs) for domestic sewage, Effluent Treatment Plants (ETPs) for wastewater generated from automobile workshops and N Pit for Waste Heat Recovery Power Plant. Recycled 100% treated water is reused in Machineries' cooling, Dust suppression, Greenbelt development etc. within Unit's premises.

6. Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:

Parameter	Please specify unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
NOx	Tons	1,511.32	2123.17
SOx	Tons	88.85	31.98
Particulate matter (PM)	Tons	360.8	77.75
Persistent organic pollution (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others - please specify	-	-	-

"The increase in the air emissions is mainly due to capacity addition, however, emission is much lower than "Emission Standards".

**Note:** Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency? (Y/ N) If yes, name of the external agency. YES, M/s. Vimta Lab, Hyderabad.

7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:

Parameter	Unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	17,72,372	11,82,658
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	71,339	55,540
<b>Total Scope 1 and Scope 2 emissions per rupee of Turnover</b> (Total Scope 1 and Scope 2 GHG emissions/ Revenue from operations)	Kg/₹ of Turnover	0.1585	0.1201
<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total Scope 1 and Scope 2 GHG emissions/ Revenue from operations adjusted for PPP)	-	Since we are not exporting any product, hence revenue earned is in INR only and PPP adjustment is not applicable	
<b>Total Scope 1 and Scope 2 emission intensity in terms of physical output</b>	Kg CO2 per Ton of Cement Equivalent	590	602
<b>Total Scope 1 and Scope 2 emission intensity (optional)</b> -the relevant metric may be selected by the entity	-	-	-

**Note:** Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes, National Council for Cement and Building Materials (NCCBM)



8. Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details.

The Company has started the erection of Pre and co-processing facility at its site to increase the AFR utilization which will help in reducing Scope-1 GHG emissions. The Company has targeted to reach 20% TSR by 2030. Under the renewable energy target, the Company has installed ground mounted and floating solar power plant. In addition to existing solar power plant, one more floating solar of 2.75 MWp capacity is underway which will further reduce our Scope-2 GHG emissions. The Company is committed to reduce its carbon footprint. The Company has installed waste heat recovery systems. We have also taken up major initiatives in the areas of energy efficiency, technology adoption, circularity and green products.

9. Provide details related to waste management by the entity, in the following format:

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	1.88	4.24
E-waste (B)	0.52	-
Bio-medical waste (C)	0.06	0.068
Construction and demolition waste (D)	-	-
Battery waste (E)	5.19	0.540
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	4.49	Used Oil 12.716
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	MS Scrap-993.56 Other Waste (wood, filter bag, paper, pvc scrap, refractory bricks, conveyor belt scrap etc.)-454.58	MS Scrap -1398.94 Other Waste (wood, rubber, tyre) - 55.18
<b>Total (A+B + C + D + E + F + G+ H)</b>	<b>1460.28</b>	<b>1471.68</b>
Waste intensity per rupee of turnover (Total waste generated/Revenue from operations)	1.2550 Ton/₹ Crore	1.4275 Ton/₹ Crore
Waste intensity per rupee of turnover adjsuted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjsuted for PPP)	Since we are not exporting any product, hence revenue earned is in INR only and PPP adjustment is not applicable	
Waste intensity in terms of physical output	0.000894 MT / MT Cement Production	0.001002 MT / MT Cement Production
Waste intensity (Optional)-the relevant metric may be selected by the entity	-	-



# BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
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For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)

Category of waste		
(i) Recycled	1484.95	1471.61
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
<b>Total</b>	<b>1484.95</b>	<b>1471.61</b>

For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)

Category of waste		
(i) Incineration	0.06	0.068
(ii) Landfilling	0	0
(iii) Other disposal operations	1484.89	1471.61
<b>Total</b>	<b>1484.95</b>	<b>1471.68</b>

**Note:** Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.: NO

10. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.
- Hazardous waste generated like lubricant oil and greased is managed through authorized recyclers under Hazardous Waste Management Rules, 2016 and as amended.
  - Wastewater after domestic use is being treated in STP. STP sludge is being reused as manure. Treated water is being used in machineries cooling and plantation.
  - Deployment of road vacuum sweeping machine for fugitive dust emissions control.
11. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format:



S. No.	Location of operations/offices	Type of Operations	Whether the conditions of environmental approval/clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
-	-	-	-

There is no ecologically sensitive areas national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones in 10 Km Area. The distance certificate has obtained from concerned DFO.

12. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes/ No)	Results communicated in public domain (Yes/ No)	Relevant Web Link
Limestone Block	14 <sup>th</sup> Sep 2006	LOI issued on 08.10.2023.	Yes	ToR applied	<a href="https://parivesh.nic.in/parivesh-ua/#/">https://parivesh.nic.in/parivesh-ua/#/</a>

ToR applied for Proposed Hariyav-Jaspura Limestone Block (Auctioned Block) (ML Area: 94.62 ha) with Production Capacity 1.0 Million TPA along with Installation of 03 Crushers (1 Primary Crusher of 700 TPH and 2 Secondary Crushers of 350 TPH Capacity) Near Villages: Hariyav, Jaspura and Padampura Tehsil: Vallabhnagar & Kurabad, District: Udaipur, Rajasthan

13. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:

Yes, Complied with all applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder.

S.No.	Specify the law/regulation/ guidelines which was not complied	Provide details of the non- compliance	Any fines/ penalties/ action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
NIL				

NIL

### Leadership Indicators

1. Water withdrawal consumption and discharge in areas of water stress (in kilolitres)  
Not Applicable

For each facility/ plant located in areas of water stress provide the following information:

- (i) Name of the area - NA





# BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

(ii) Nature of operations - NA

(iii) Water withdrawal consumption and discharge in the following format:

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
<b>Total volume of water withdrawal (in kilolitres)</b>	-	-
<b>Total volume of water consumption (in kilolitres)</b>	-	-
Water intensity per rupee of turnover (Total water consumed / turnover)	-	-
Water intensity (optional)-the relevant metric may be selected by the entity	-	-
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) To Surface water	-	-
- No treatment	-	-
- With treatment - please specify level of treatment	-	-
(ii) To Groundwater		
- No treatment	-	-
- With treatment - please specify level of treatment	-	-
(iii) To Seawater		
- No treatment	-	-
- With treatment - please specify level of treatment	-	-
(iv) Sent to third-parties		
- No treatment	-	-
- With treatment - please specify level of treatment	-	-
(v) Others		
- No treatment	-	-
- With treatment - please specify level of treatment	-	-
<b>Total water discharged (in kilolitres)</b>	-	-

Note: Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency? (Y/N) if yes, name of the external agency.

No.



2. Please provide details of total Scope 3 emissions & its intensity, in the following format:

Parameter	Unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	20072	13293
Total Scope 3 emissions per rupee of turnover		0.001725	0.0012894
Total Scope 3 emission intensity (optional) - the relevant metric may be selected by the entity	Kg/Rupees of turnover	-	-

**Note:** Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. **NO**

3. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

**Not Applicable**

4. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative (Verified energy Savings kwh in Yr.)
1.	Reuction of Raw Mill False Air from 25% to 15% . (MEA)	<a href="https://udaipurcement.com/annual-reports/">https://udaipurcement.com/annual-reports/</a>	1. 602949
2	Air Compressor Pressure optimization in Coal Mill (7.1 Kg), Pyro (7.3 Kg), Packing Plant (7.5 Kg).(MEA)	<a href="https://udaipurcement.com/annual-reports/">https://udaipurcement.com/annual-reports/</a>	2. 182002
3	Optimization of Fly ash unloading Compressor	<a href="https://udaipurcement.com/annual-reports/">https://udaipurcement.com/annual-reports/</a>	3. 66990
4	Optimization of idle running of belts in OLBC circuit	<a href="https://udaipurcement.com/annual-reports/">https://udaipurcement.com/annual-reports/</a>	4. 33000
5	Logic modification in VCM2 material handling circuit	<a href="https://udaipurcement.com/annual-reports/">https://udaipurcement.com/annual-reports/</a>	5. 39849
6.	Utilizing hot gases for VCM from AQC Outlet instead of PH Gases	<a href="https://udaipurcement.com/annual-reports/">https://udaipurcement.com/annual-reports/</a>	6. 176 (MT fuel saving)
7.	Energy Saving by Improve Heat Rate of Turbine by Overhauling of Turbine	<a href="https://udaipurcement.com/annual-reports/">https://udaipurcement.com/annual-reports/</a>	7. 1025628

5. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.

Yes, we do have emergency prevention and preparedness plan in line with the State Factories Rules, and we conduct mock drill at regular interval. The Emergency plan contains information about preliminary hazard analysis, details of site, Emergency sites identified, Central control center (CCC), Incident control center (ICC), Handling of an emergency / disaster, List of certified trained first aider, location wise summary of firefighting equipment, specifications of firefighting equipment, location wise summary of fire detection and alarm system, Firefighting instructions, Building emergency evacuation plan, first aid measure for electrical shock / cardiac arrest, wound, fracture, burn, chemical burn, snake bite, dog bite, honey bee bite, chocking, details of OHC paramedical staff and facilities and mutual aid agreement etc.

6. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.

Physical assessment of the value chain partners didn't take place. At the same time major supplier's contracts had provisions on the same.

7. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.

**Not Applicable**



# BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

## PRINCIPLE-7

Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent

### Essential Indicators

1. a. Number of affiliations with trade and industry chambers/ associations.  
4 (Four)
- b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/ National)
1	Udaipur Chamber of Commerce	State
2	The Rajasthan Solar Association	State
3	National Safety Council	National
4	Quality Circle forum of India	National

2. Provide details of corrective action taken or underway on any issues related to anti- competitive conduct by the entity, based on adverse orders from regulatory authorities

Name of authority	Brief of the case	Corrective action taken
N.A.	N.A.	N.A.

### Leadership Indicators

1. Details of public policy positions advocated by the entity:

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/ No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly/ Others-Please specify)	Web Link, if available
1.	Renewable energy adoption, carbon emission reduction in cement industry	Seminars	N.A.	Opportunity base	

## PRINCIPLE-8

Businesses should promote inclusive growth and equitable development.

### Essential Indicators

1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes/ No)	Results communicated in public domain (Yes/No)	Relevant Web link
Not Applicable					



2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format.

S. No	Name of project for which R&R is ongoing	State	District	No. of Project Affected Families ( PAFs)	% of PAFs covered by R & R	Amount paid to PAFs in the FY (In INR)
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**Not Applicable**

3. Describe the mechanisms to receive and redress grievances of the community.

The CSR team visits communities on day-to-day basis and meet various stakeholders including beneficiaries, panchayat representatives and others. The process of continuous engagement with the community is an ongoing process. The frequency of the engagement and interaction depends on nature of the stakeholder like project beneficiaries in local communities do happen on daily and weekly basis whereas that of panchayats and government line departments do happen on fortnightly and monthly basis. These day-to-day interactions help the CSR team to gather feedbacks and complaints if any. The feedbacks are used to improve and modify CSR projects. This system is an informal one and has helped to resolve issues and response to the demands of stakeholders to their satisfaction. The Company also undertakes materiality analysis on time-to-time basis as a part of its sustainability reporting initiatives. Based on this respective departments undertake engagement and activities to address materiality issues. Plants have a system of monthly review of all departments who have external stakeholders' interface.

4. Percentage of input material (inputs to total inputs by value) sourced from suppliers:

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Directly sourced from MSMEs/ small producers	87% (PP Bags)	90% (PP Bags)
	11% (Spares)	14% (Spares)
	6% (Raw Material)	9% (Raw Material)
Directly from within India	30% (Fuel)	39% (Fuel)
	100% (PP Bags)	100% (PP Bags)
	87% (Spares)	89% (Spares)
	100% (Raw Material)	100% (Raw Material)

5. Job creation in smaller towns- Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost

Location	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Rural	91.4	91.2
Semi-urban	0	0
Urban	8.1	8.3
Metropolitan	0.5	0.5

(Place to be categorized as per RBI Classification System – rural/ semi-urban/ urban/ metropolitan)

#### Leadership Indicators

1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):

Details of negative social impact identified	Corrective action taken
Not Applicable	



# BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

2. Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:

S. No.	State	Aspirational District	Amount spent (In INR)
Not Applicable			

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No)  
No Preferential Procurement Policy
- (b) From which marginalized /vulnerable groups do you procure? Not Applicable
- (c) What percentage of total procurement (by value) does it constitute? Not Applicable
4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge

S. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes/No)	Basis of calculating benefit share
Not Applicable				

5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.

Name of Authority	Brief of the Case	Corrective action taken
Not Applicable		

6. Details of beneficiaries of CSR Projects -

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	UCWL Aarogya Project	23,078	30% to 50%
2	UCWL Vidya Project	5,614	30% to 50%
3	UCWL Aajivika Project	2,912	30% to 50%
4	UCWL Swajal Swachhta	1,075	30% to 50%
5	UCWL Gramin Vikas Project	10,514	30% to 50%
6	UCWL Kaushal Prashikshan	345	30% to 50%

## PRINCIPLE-9

**Businesses should engage with and provide value to their consumers in a responsible manner**

### Essential Indicators

1. **Describe the mechanisms in place to receive and respond to consumer complaints and feedback**

The Company aims for a "Customer centric" approach with various initiatives listed below:

- "Toll Free" Helpline number for instant solutions to the queries of customers.
- Site Meets conducted by Technical Service cell
- Product Demonstration on sites by TSC
- Customer in Culture program by Cross functional Team for feedback
- Forms on digital media (Website) for addressing queries of potential customers.
- Customer Satisfaction Survey through external agency
- Face to face interaction with mason/ contractors for any feedback/ issues



Company has provided various platforms, involving a pre-defined escalation matrix, where Customer can share his grievances in following ways as find appropriate by him-

- Contacting through authorized dealer
- Customer care helpline
- Web site
- E-mail

In addition to the above Company's technical services unit also responds to customer's queries and complaints.

Company is having its technical service unit comprising qualified civil engineers.

Product related complaints are directly sent to company's technical services unit.

On receipt, Company officials visit the customer within 24 to 36 hours.

They interact with Customer and understand the nature of complaint.

They collect all needful information including Customer details, Complaint nature, Purchase date, application period, Construction methodology as adopted etc. to diagnose the causes.

The demonstration of the quality check, where required, is also done. Customer is explained and assisted by way of explaining good construction practices including tips to make structure durable.

The details of examination and demonstration is shared with the Customer. If needed, Cement testing is done either at own plant or NABL accredited third party lab. Test results of samples are communicated and shared with customer.

All the complaints are compiled in Feedback register & shared with Plant head & Quality Control head for needful at their end on monthly basis.

Further, Company also organizes programs, face to face interaction and circulates literatures to inform and educate the Consumers about safe and responsible usage /safe handling of the products to create awareness about different ways to adopt safe construction practices. correct application procedure & precautionary measures while handling / application of cement related items.

**2. Turnover of products and/ services as a percentage of turnover from all products/service that carry information about:**

	As a percentage to total turnover
Environmental and social parameters relevant to the product	All necessary information as per regulatory requirements are disclosed on all our products. Information on cement bags is governed by BIS.
Safe and responsible usage	
Recycling and/ or safe disposal	



# BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

### 3. Number of consumer complaints in respect of the following

	FY 2023-24 (Current Financial Year)		Remarks	FY 2022-23 (Previous Financial Year)		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	0	0	No complaint received	0	0	No complaint received
Advertising	0	0	No complaint received	0	0	No complaint received
Cyber-security	0	0	No complaint received	0	0	No complaint received
Delivery of essential services	NA	NA	-	NA	NA	-
Restrictive Trade Practices	NA	NA	-	NA	NA	-
Unfair Trade Practices	NA	NA	-	NA	NA	-
Other (Customers)	17	NIL	Resolved	8	NIL	All Resolved

### 4. Details of instances of product recalls on account of safety issues:

	Number	Reasons for recall
Voluntary recalls	0	N.A.
Forced recalls	0	N.A.

5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy.

Yes, the Company has a policy on Cyber Security and Data Privacy. <https://udaipurcement.com/>

6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.

Nil

7. Provide the following information relating to data breaches:

a. Number of instances of data breaches

Zero Instances

b. Percentage of data breaches involving personally identifiable information of customers

Zero Percentage of data breaches.

c. Impact, if any, of the data breaches

Zero Data Breach and no adverse impact.

### Leadership Indicators

1. Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available)

<https://udaipurcement.com/platinum-heavy-duty-cement/>

<https://udaipurcement.com/platinum-supremo-cement/>



2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.
  - On-site services for raw material testing and product application, through Technical Mobile Van.
  - Site supervision services to educate customers on right construction methodologies and practices.
  - Advise on good construction practices through meets, leaflets, brochures etc.
  - Training to mason and contractors on good construction practices.
  - Product usage tips released through social media.
  - Trainings by technical service department.
3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.
 

We don't fall under Essential Service maintenance.
4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)
 

We follow BIS Regulations for the product packaging and information to be contained in the product packaging. However, in few cases product benefits are also displayed on the cement bag. The Company has various channels to gather information from the customers on its products. Additionally, the cross functional team visits the markets and take feedbacks from various customers and stakeholders on regular intervals.

